



County of Los Angeles
CHIEF EXECUTIVE OFFICE

Kenneth Hahn Hall of Administration
500 West Temple Street, Room 713, Los Angeles, California 90012
(213) 974-1101
<http://ceo.lacounty.gov>

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March 14, 2011

To: Mayor Michael D. Antonovich
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From: William T Fujioka
Chief Executive Officer

**DEPARTMENT OF HUMAN RESOURCES MANAGEMENT PROMOTION
EXCEEDING \$150,000 ANNUALLY**

Consistent with the August 4, 1998 Board-approved policy on managerial salaries and County Code Section 6.09.370B, we have reviewed and recommend Board approval of the Department of Human Resources' (DHR) request to appoint Ms. Sandra Taylor to the position of Chief Deputy Director, Human Resources (UC) with a salary placement onto MAPP Tier I Salary Range R18, at a base rate of \$15,146.75 per month/\$181,761.00 per year. This would provide Ms. Taylor a 10 percent increase from her current base salary of \$13,769.75 per month/\$165,237.00 per year.

Ms. Taylor has been employed with the County of Los Angeles for 27 years, 25 of which has been in the field of human resources. She currently holds the payroll title of Assistant Director, Human Resources. While in the Department of Human Resources, she has managed several divisions including: Recruitment, Centralized Exams, Test Research, Departmental Support and the DHR Impact Team.

Ms. Taylor served as the departmental lead on the Office of Public Safety (OPS) project in which OPS was consolidated into the Sheriff's Department. Ms. Taylor developed the project plan, organized DHR staff to assist with the project, and assembled a cross-departmental team of County managers responsible for implementing the OPS Consolidation Plan. In addition, she updated the draft Countywide Workforce Reduction Manual with lessons learned from the OPS project. Her ability to lead and manage

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teams, along with her extensive knowledge of human resources standards and practices make her highly qualified to fulfill the responsibilities of the Chief Deputy Director, Human Resources.

Based on this information, we recommend that the Department's request be approved. In accordance with the policy on managerial salaries, please advise this office if you would like this request placed on an upcoming agenda for Board action. Unless otherwise instructed by March 28, 2011, we will authorize the Department to proceed with this appointment.

If you have any questions or would like additional information, please have your staff contact Ellen Sandt at (213) 974-1186 or esandt@ceo.lacounty.gov.

WTF:EFS:GS
LG:ef

c: Executive Office, Board of Supervisors
County Counsel
Human Resources